

TASK-PERSON LEADERSHIP QUESTIONNAIRE: AN ASSESSMENT OF STYLE

The following items describe aspects of leadership behaviour. Respond to each item according to the way you would most likely act if you were leader of a work group. Circle whether you would most likely behave in the described way:

Always (A); Frequently (F); Occasionally (O); Seldom (S); or Never (N)

A F O S N	1	I would most likely act as the spokesperson of the group
A F O S N	2	I would encourage overtime work
A F O S N	3	I would allow members complete freedom in their work
A F O S N	4	I would encourage the use of uniform procedures
A F O S N	5	I would permit the members to use their own judgement in solving problems
A F O S N	6	I would stress being ahead of competing groups
A F O S N	7	I would speak as a representative of the group
A F O S N	8	I would needle members for greater effort
A F O S N	9	I would try out my ideas in the group
A F O S N	10	I would let the members do their work the way they think best
A F O S N	11	I would be working hard for a promotion
A F O S N	12	I would tolerate postponement and uncertainty
A F O S N	13	I would speak for the group if there were visitors present
A F O S N	14	I would keep the work moving at a rapid pace
A F O S N	15	I would turn the members loose on a job and let them go to it
A F O S N	16	I would settle conflicts when they occur in the group
A F O S N	17	I would get swamped by details
A F O S N	18	I would represent the group at outside meetings
A F O S N	19	I would be reluctant to allow the members any freedom of action
A F O S N	20	I would decide what should be done and how it should be done
A F O S N	21	I would push for increased production
A F O S N	22	I would let some members have authority which I could keep
A F O S N	23	Things would usually turn out as I had predicted
A F O S N	24	I would allow the group a high degree of initiative
A F O S N	25	I would assign group members to work harder
A F O S N	26	I would be willing to make changes
A F O S N	27	I would ask the members to work harder
A F O S N	28	I would trust the group members to exercise good judgement
A F O S N	29	I would schedule the work to be done
A F O S N	30	I would refuse to explain my actions
A F O S N	31	I would persuade others that my ideas are to their advantage
A F O S N	32	I would permit the group to set its own pace
A F O S N	33	I would urge the group to beat its previous record
A F O S N	34	I would act without consulting the group
A F O S N	35	I would ask that group members follow standard rules and regulations

T _____

P _____

Scoring:

1. Circle the item number for items 8, 12, 17, 18, 19, 30, 34 and 35.
2. Write the number 1 in front of a circled item number if you responded S (seldom) or N (never) to that item.
3. Also write a number 1 in front of item numbers not circled if you responded A (always) or F (frequently).
4. Circle the number 1s which you have written in front of the following items: 3, 5, 8, 10, 15, 18, 19, 22, 24, 26, 28, 30, 32, 34 and 35.
5. Count the circled number 1s. This is your score for concern for people. Record the score in the blank following the letter P at the end of the questionnaire.
6. Count the uncircled number 1s. This is your score for concern for task. Record this number in the blank following the letter T.

After you have recorded your total scores, compare your responses with those of your colleagues.